

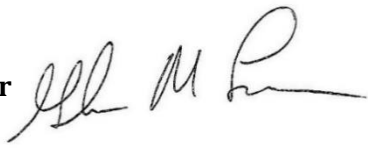
Government of the District of Columbia
Office of the Chief Financial Officer



Glen Lee
Chief Financial Officer

MEMORANDUM

TO: The Honorable Phil Mendelson
Chairman, Council of the District of Columbia

FROM: Glen Lee
Chief Financial Officer 

DATE: June 21, 2024

SUBJECT: Fiscal Impact Statement -Work Models Task Force Amendment Act of 2024

REFERENCE: Committee Print as provided to the Office of Revenue Analysis on June 18, 2024

Conclusion

Funds are not sufficient in the fiscal year 2025 through fiscal year 2028 budget and financial plan to implement the bill. The task force will have a one-time cost of \$581,000 in fiscal year 2025.

Background

The bill requires the Mayor to establish a Work Models Task Force ("Task Force") by December 31, 2025 to evaluate competitive work models for the District government, and to analyze the feasibility of implementing the models in the District. It requires the Task Force to publish a report on its findings by June 30, 2025.

The Task Force will consist of 14 members appointed by the Mayor and one appointed by the Chairperson of the Council Committee with oversight over human resources. Task Force members will represent: the District of Columbia Department of Human Resources, the District Department of General Services, the District Department of Employment Services, the Office of the City Administrator, the Workforce Investment Council, labor unions, personnel management, entry-level workers, middle-management workers, the real estate development community, non-profits for workforce development, and the University of the District of Columbia. The Chairperson's appointee will have experience in education, childcare, mental health, statistical data, or technology.

The Honorable Phil Mendelson

FIS: "Work Models Task Force Amendment Act of 2024", Committee print as provided to the Office of Revenue Analysis on June 18, 2024.

The bill requires the Task Force to conduct bi-monthly meetings, prepare a status report by January 31, 2025, prepare a report on workforce models by March 31, 2025, and provide final recommendations by June 30, 2025.

The bill requires the Council committee personnel to staff the Task Force, and for the Office of the City Administrator to fund and staff associated costs in facilitating the work of the Task Force.

Financial Plan Impact

Funds are not sufficient in the fiscal year 2025 through fiscal year 2028 budget and financial plan to implement the bill. The Task Force will have a one-time cost of \$581,000 in fiscal year 2025.

The bill directs Council Committee personnel and the Office of the City Administrator to staff the Task Force. While existing personnel can support and guide the Task Force alongside their existing duties, a manager will be required to coordinate and prepare members for meetings, engage and contract with experts, and complete the final report. Outside experts will be required to guide the research and discussions and help monitor the potential impact on existing labor agreements and existing negotiations.

Work Models Task Force Amendment Act of 2024					
Fiscal Impact					
(\$ thousands)					
	FY 2025^(b)	FY 2026	FY 2027	FY 2028	Total
Personal Services Costs ^(a)	\$217	\$0	\$0	\$0	\$217
Non-Personal Services Costs	\$364	\$0	\$0	\$0	\$364
TOTAL	\$581	\$0	\$0	\$0	\$581

Table Notes:

^(a)1 FTE Grade 14/4, Fringe rate of 20 percent.

^(b)The bill requires the Task Force to complete its report by June 30, 2025, but this estimate assumes funding will be required for the full fiscal year to complete the process, support the communication of the final report, and close out contracts.